

STRATEGIC SKILLS INITIATIVE ECONOMIC GROWTH REGION 11

Economic Growth Region 11 is comprised of nine counties including: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick. The SSI research & identification allocation was \$203,383. Methods used throughout the Research and ID phase were focus groups, secondary/primary research & data, secondary databases and interviews to identify root causes.

Key Occupational Shortages

Shortage Projection 2005-2007

Maintenance & Repair Workers	94
Registered Nurses	39
Licensed Practical Nurses	37
Industrial Machinery Mechanics	10
Maintenance Workers, Machinery	4

Emerging Industries/Occupations

- Targeted industries – coal mining & utilities. Engineers are exploring technologies to change the way we turn coal into energy.

Root Causes:

Talent and Pipeline Issues

- Lack of career awareness and good career information available.
- Students are not receiving the awareness of skills and training necessary for occupations due to inadequate outreach by employers.

Education and Training Capacity

- Postsecondary and continuing education and training are inadequate due to lack of access, lack of resources, and/or lack of will.
- Insufficient funding, training staff and academic preparation are key factors for skill shortages.

Employer Recruitment and Retention Practices

- Employers are not conducting recruiting programs for manufacturing jobs.
- Undesirable work conditions, geographic location, working hours are barriers to retention.

Wage Rates and Benefits

- Low wages compared to other labor market areas in Indiana is impacting workforce retention and recruitment in manufacturing and health care industries.

Other

- Lack of confidence in the industry for choosing a career (industry growth, public perception).
- Stress and burnout.
- Demographic shifts (aging workforce, regional image).

Identified Solutions:

- One full time nursing faculty will be added to the Ivy Tech Evansville nursing program.
- One full time and two part time nursing faculty will be added to the University of Southern Indiana nursing program.
- SimMan Patient Simulator equipment will be purchased to enhance the clinical experience.
- Additional clinical sites for the increased number of students will be identified in collaboration with Deaconess Hospital and St. Mary's Medical Center.
- One full time, Master's prepared faculty will be added to the Vincennes University nursing program.
- Clinical simulation center to be established, including renovation and equipment purchase.

- Mobile educational facility will be purchased and equipped to take continuing education for nurses on the road.
- Improve working conditions, recruitment and retention, and establish a nurse re-entry program.
- Health Care Career Awareness and Enhanced Academic Preparation.
- Develop: career path and educational map for industrial maintenance occupations, marketing and promotion of trainings and pilot program for industrial maintenance in Perry County.
- Math curriculum development for technicians in EGR 11.
- Industrial maintenance development program for EGR 11.
- K-12 math teacher training around real-world problems.
- Industrial maintenance career awareness presentations at schools.
- Industrial careers learning exchange.
- Summer industrial maintenance workshops.
- Workforce Action Committee – educator and business communication vehicle.

INDIANA ECONOMIC GROWTH REGION 11 LABOR FORCE DATA

	Dubois		Gibson		Knox		Perry		Pike	
	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change
Rate	4.4	0.0	5.0	-0.6	5.4	-0.2	6.4	-0.2	5.3	-1.4
Employed	21,350	420	16,500	400	18,460	470	9,195	320	5,935	120
Unemployed	980	10	860	-100	1,060	-20	635	5	330	-90
	Posey		Spencer		Vanderburgh		Warrick		EGR 11	
	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change
Rate	4.9	0.3	6.4	-0.9	5.4	-0.6	4.7	-0.8	5.2	-0.6
Employed	13,350	330	9,840	250	87,230	2130	28,900	710	210,760	5140
Unemployed	700	-50	670	-90	4,970	-460	1,440	-200	11,640	-980